

Quarterly Workforce Planning Coordinators Meeting

Statewide Workforce Planning Unit

Objectives

- Latest news from the Statewide Workforce Planning Unit
- Welcome DOR's new workforce planning manager
- Open discussions

Announcements

- Statewide Recruiter to join the Statewide Workforce Planning Unit
- Rollout of Recruitment and Retention Program
- New phone line
- CalPERS tools on our website
- Knowledge Transfer Webinar upcoming
- Ways to get involved

Hiring Statewide Recruiter

What is the Recruitment and Retention Program (RRP)?

- Oversees delivery, collection, and reporting of the Retention Strategy Survey (RSS) and the Employee Entrance Survey (EES).
- Offers a statewide standard in compiling and reporting on factors effecting recruitment and retention within state agencies.

RRP ensures an approach that:

- Guarantees anonymity
- Provides equal access
- Utilizes concise reporting structure
- Targets all critical mobility phases

Employee Entrance Survey versus Retention Strategy Survey

Employee Entrance Survey

- Voluntary, anonymous online survey for NEW State employees
- Share what brought them in and perceptions of hiring process
- Data helps improve recruitment strategies

Retention Strategy Survey

- Voluntary, anonymous online survey for ALL exiting employees
- Share perceptions and reasons for leaving
- Data helps develop retention strategies

Participating in the RRP

- February 2014, RRP packet will be sent to all HR/Personnel chiefs and officers. Will include the following:
 - Recruitment and Retention Program Memo
 - Hard Copy of EES and RSS surveys
 - Sample report of EES and RSS surveys
 - Employee postcard/flyer for EES and RSS surveys
- Distribute postcard/flyer to employees

Sharing Survey Results

- Survey responses will be collected by the Statewide Workforce Planning Unit
- Aggregate results will be shared with each department in a biannual report
- Statewide trends will be shared online

Questions about the Surveys?

New Phone Line for the Statewide Workforce Planning Unit

- Our unit's phone number is 916.322.0742

CalPERS Tools Now Available Online

- Tools referenced at Succession Planning workshop on January 8
- Includes Executive Succession Planning and Informal Mentoring tools
- Visit our [website](#) to download!

Knowledge Transfer Webinar

- Scheduled for April
- Present practical strategies for all departments
- Based on types of knowledge and classifications

Get Involved!

- Ways to get involved:
 - Facilitate a meeting
 - Present or co-teach a workshop/webinar
 - Contribute to the upcoming online forum
- Contact us if interested!

Welcome Ceasor Dennis!

Ceasor Dennis is the new Workforce and Succession Planning Manager at the Department of Rehabilitation

Open Discussion

Workforce Planning Data Collection and Tracking

Open Discussion

Low or No Cost Workforce Planning Solutions for Small Departments

Open Discussion

Strategies for Recruiting from Private Sector

Open Discussion

Talent Management Systems

Open Discussion

Other Questions or Topics?

Thank You for Attending!

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